



इन्द्रधनुष

INDRADHANUSH

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Inside this Issue

From the Director General's Desk	1
Special Events	2
Publication	3
Training Programmes	3
Other Professional Engagements	7

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FROM THE DIRECTOR GENERAL'S DESK

Recent Improvements in the Key Labour Market Indicators

During nearly the last half a decade, India has been witnessing a continuous improvement in the status of key labour market indicators. Despite the difficult circumstances posed by the pandemic at frequent intervals, the government has been able to maintain an overall positive situation in the labour market through its effective policy environment for labour welfare. As per the annual estimates obtained from the Periodic Labour Force Survey (PLFS) for the population aged 15 or above years, the size of India's labour force increased continuously from 48.4 crores in 2018 to 55.9 crores in 2021. At the same time, the size of the unemployed population reduced from 2.9 crores in 2018 to 2.4 crores in 2021. Labour force participation rate, measured as persons in the labour force per hundred population, increased in India by 5.1 percent between 2018 (49.8 percent) and 2021 (54.9 percent), which could be largely attributed to a remarkable increase in the female labour force participation rate by 9.2 percent between 2018 (23.3 percent) and 2021 (32.5 percent). It also indicates a narrowing down of the gender gap in the labour force and increased work opportunities for women. The gap between men and women in terms of participation in the labour force has reduced from 52.5 percent in 2018 to 44.5 percent in 2021.

India is experiencing the most advantageous stage of its demographic transition wherein the demographic dividend has reached its peak. It is therefore essential for the development of the nation to utilise its true potential, especially for the youth population. The PLFS data estimates point out a couple of developments in this regard. First, usual unemployment rates have come down by 1.8 percent between 2018 (6 percent) and 2021 (4.2 percent); among the population aged 15 – 29 years, it has come down by 4.9 percent between 2018 (17.8 percent) and 2021 (12.9 percent). Second, the NEET rates (which can also be considered as a complex form of 'not being in any employment'), measured as the percentage of 'neither in employment, nor in education, nor training' to the total population, have also come down significantly by 5.6 percent between 2018 (40.3 percent) and 2021 (34.7 percent); The maximum decline was observed among the women by 9.7 percent between 2018 (66.9 percent) and 2021 (57.2 percent), however, there is still a long way to go as majority of the women population falls into this category. The government of India is not only keen to improve the participation of men and women, especially in the youth population, but also emphasize improved access to decent jobs in the formal sector for both men and women job seekers. The Recognition of Prior Learning (RPL), Pradhan Mantri Rojgar Protsahan Yojana (PMRPY), Aatmanirbhar Bharat Rozgar Yojana (ABRY), etc. are among the major initiatives of the government of India towards achieving the same. In addition, the government of India also launched a National level ICT-based portal (The NCS Portal) in the year 2015 which has been developed primarily to connect the opportunities with the aspirations of youth. The portal provides job matching services in a highly transparent and user-friendly manner and therefore, it is capable of formalising the recruitment processes.



इन्द्रधनुष

1

INDRADHANUSH

SPECIAL EVENTS

वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा हिंदी पखवाड़ा – 2022 का आयोजन (सितंबर 14-29, 2022)

वी. वी. गिरि राष्ट्रीय श्रम संस्थान, नौएडा द्वारा 14-29 सितंबर 2022 के दौरान हिंदी पखवाड़ा 2022 का आयोजन बड़े ही हर्षोल्लास के साथ किया गया। कुल सात प्रतियोगिताएँ आयोजित की गयीं तथा इन प्रतियोगिताओं में संस्थान के संकाय सदस्यों, अधिकारियों एवं कर्मचारियों सहित कुल 32 लोगों ने हिस्सा लिया और इनमें से 22 सदस्य कोई न कोई पुरस्कार हासिल करने में सफल रहे। निबंध एवं पत्र-लेखन प्रतियोगिता में श्री राजेश कुमार कर्ण ने प्रथम, श्रीमती रुचिका चौहान ने द्वितीय एवं श्री अनुज रावत ने तृतीय स्थान प्राप्त किया। गैर-हिंदी भाषी प्रतियोगियों में डॉ. रम्य रंजन पटेल ने प्रथम एवं श्रीमती सुधा गणेश ने द्वितीय स्थान प्राप्त किया। सामान्य टिप्पण एवं आलेखन प्रतियोगिता में श्रीमती मोनिका गुप्ता ने प्रथम, श्रीमती सुधा वोहरा ने द्वितीय एवं श्री राजेश कुमार कर्ण ने तृतीय स्थान प्राप्त किया। गैर-हिंदी भाषी प्रतियोगियों में श्रीमती सुधा गणेश ने प्रथम स्थान प्राप्त किया। सुलेख एवं श्रुतलेख प्रतियोगिता में श्री कृष्ण कुमार ने प्रथम, श्री सतीश कुमार और श्री दिलीप सासमल ने द्वितीय एवं श्री नवल भगत ने तृतीय स्थान प्राप्त किया।

सस्वर काव्य पाठ/गीत/गजल प्रतियोगिता में श्रीमती मंजू सिंह ने प्रथम, डॉ. एलीना सामंतराय ने द्वितीय एवं श्री सतीश कुमार ने तृतीय स्थान प्राप्त किया। राजभाषा एवं सामान्य ज्ञान प्रतियोगिता में श्री नरेश कुमार ने प्रथम, श्रीमती मोनिका गुप्ता ने द्वितीय एवं श्री नितिन जायसवाल ने तृतीय स्थान प्राप्त किया। हिंदी टंकण एवं वर्ग पहेली प्रतियोगिता में श्री नरेश कुमार ने प्रथम, श्रीमती रुचिका चौहान ने द्वितीय एवं श्री दिगम्बर सिंह बिष्ट ने तृतीय स्थान प्राप्त किया। त्वरित भाषण प्रतियोगिता में डॉ. ओतोजीत क्षेत्रिमयूम ने प्रथम, श्रीमती मंजू सिंह ने द्वितीय एवं श्री प्रकाश मिश्रा ने तृतीय स्थान प्राप्त किया। इसके अतिरिक्त, प्रत्येक प्रतियोगिता में प्रोत्साहन पुरस्कारों का भी प्रावधान किया गया था।

हिंदी पखवाड़ा समापन एवं पुरस्कार वितरण समारोह के अवसर पर 30 सितंबर 2022 को संस्थान के वरिष्ठतम संकाय सदस्य डॉ. हेलन आर. सेकर, सीनियर फेलो द्वारा पुरस्कृत किया गया। उन्होंने सभी पुरस्कार विजेताओं को बधाई देने के साथ-साथ राजभाषा हिंदी के प्रचार-प्रसार को बढ़ावा देने के संबंध में अपने विचार रखे तथा सभी संकाय सदस्यों, अधिकारियों एवं कर्मचारियों से हिंदी के अधिकाधिक प्रयोग का आह्वान किया।

National Seminar on Development Experiences of Uttarakhand: Achievements, Challenges and Way Ahead (September 22-24, 2022)

A National Seminar on Development Experiences of Uttarakhand: Achievements, Challenges and Way Ahead was organised by Doon University, Dehradun in collaboration with V.V. Giri National Labour Institute, Noida. **Prof. Ramesh Chand**, Hon'ble member of Niti Aayog and **Prof. Surekha Dangwal**, Hon'ble Vice Chancellor of Doon University inaugurated the seminar. **Dr. S.S. Sandhu**, Chief Secretary, Government of Uttarakhand delivered the Valedictory Address. Three hundred twenty delegates participated in the seminar. **Prof. R.P. Mamgain**, Head, Department of Economics, Doon University and **Dr. Otojit Kshetrimayum**, Fellow, VVGNI were the Coordinators of the seminar.

Jaipur Expo, 2022 (September 22-24, 2022)

The V.V. Giri National Labour Institute participated in the Event Jaipur Expo - 2022 during September 22-24, 2022 at Jaipur, Rajasthan organised by Parichit Foundation and became the Winner (1st Prize), ISRO and DRDO bagged the second and third prize respectively. About 40 National Institutes/Organisations/ Ministries of Central Government and some organisations of State Government participated in this event. About 10,000 students, faculties of schools, colleges, and universities visited the Event.

Sensitisation and awareness generation were made on different welfare programmes of the Ministry of Labour and Employment, different portals, Labour Codes and other welfare initiatives of the government. Hon'ble M.P. Rajya Sabha **Dr. Kirodi Lal Meena** and Hon'ble M.P. of Jaipur **Shri Ram Charan Bohra** inaugurated the Event and also visited VVGNI Stall. **Shri Rajesh Kumar Karn** (Steno Grade-II), **Shri Rajbeer Singh** (MTS-Staff), VVGNI and **Ms. Ronak Maheswari**, Young Professional and Alumni of VVGNI were part of the team. **Shri P. Amitav Khuntia**, Associate Fellow (Faculty) and the Event Director of VVGNI stall imparted the knowledge and managed the three days activities.



PUBLICATION

Role of Labour in India's Development

Role of Labour in India's Development has been published as a part of 'Azadi Ka Amrit Mahotsav' Celebrations to Commemorate 75th Year of India's Independence.

This volume brings together short essays authored by some of India's renowned scholars and practitioners on labour and its intimate link to the country's development. The essays run the gamut from tracing the evolution of labour practices and experiences of workers in India to discussing aspects of labour migration – internal and international – and the links between migration for work and urbanisation. Glimpses of how labour and its concerns were incorporated into and are reflected in the country's Constitution, the various labour reform initiatives over the years, including the recently formulated Labour Codes, and labour cooperatives and their significance are highlighted in this volume. The articles also propose some of the key strategies which can further strengthen the role of labour in ensuring an inclusive and sustainable development process.



TRAINING PROGRAMMES

Recognition of Prior Learning and its Implications for Informal Labour (September 26-28, 2022)

This programme aims to build the capacity of officials to promote the effective system of Recognition of Prior Learning (RRL) in India. The objective of the programme were to: (i) familiarize the stakeholders with benefits of the recognition of Prior Learning System (RPL); (ii) its establishment and Implementation of RPL. The training programme was attended by thirty-eight participants from central trade unions and NGOs. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

LABOUR ADMINISTRATION PROGRAMMES (LAP)

Laws Relating to Equality & Empowerment of Women (September 5-9, 2022)

The specific objective of the programme were to: (i) discuss gender issues in labour; (ii) develop an understanding with regard to new directions in labour laws and judicial interpretations with specific emphasis on women workers; (iii) develop strategies for effective enforcement of laws related to women workers; (iv) provide awareness on labour codes. The training programme was attended by twenty one participants. **Dr Shashi Bala**, Fellow was the Course Director.

Improving Organisational Culture for Maximising Productivity (September 26-30, 2022)

The specific objective of the programme were to: (i) acquaint the participants with the socio-economic and political changes in the globalised economy; (ii) develop skills and techniques for effective leadership; (iii) impart knowledge about affirmative policies and labour laws; (iv) develop an understanding of gender issues in the world of work; (v) provide awareness on Labour Codes. The training programme was attended by thirty participants. **Dr Shashi Bala**, Fellow was the Course Director.

Good Governance through Labour Administration and Labour Inspection (September 28-30, 2022)

The specific objective of the programme were to: (i) have an understanding of the context of labour legislations; (ii) have knowledge of substantive as well as procedural contents of different labour laws; (iii) develop understanding with regard to new directions in labour laws and judicial interpretations; (iv) explore ways for optimum utilization of existing resources; (v) identify difficulties in the way of effective enforcement of labour laws and exploring remedial measures. The training programme was attended by ten participants. **Dr. Otojit Kshetrimayum**, Fellow was the Course Director.

INDUSTRIAL RELATIONS PROGRAMMES (IRP)

Key Features of Various Labour Codes (September 12-15, 2022)

The key objectives of the programme were to: (i) provide an understanding of the need and context of labour law codification; (ii) provide an understanding of the human rights and constitutional framework of various labour codes; (iii) discuss the broad scheme and key features of various labour codes. The training programme was attended by thirty five participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

Understanding Labour Codes and Rules September 19-23, 2022

The specific objective of the programme were to: (i) acquire the knowledge of substantive as well as procedural contents of the Wage Code; (ii) have an understanding of the Social Security Code; (iii) develop an insight into the Industrial Relations Code; (iv) gather an understanding of the law relating to Occupational Safety and Health Code; (v) understand labour codes and its impacts on workers and employers. The training programme was attended by twenty six participants. **Dr. Shashi Bala**, Fellow was the Course Director.

Improving Organisational Culture for Maximizing Productivity (October 10-14, 2022)

The specific objectives of the programme were to: (i) develop the skill, both behavioural and technical, for effective Leadership; (ii) impart knowledge about affirmative policies and new labour codes. The training programme was attended by five participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

Capacity Building Programme on Labour Codes and Rules (October 31- November 04, 2022)

The specific objectives of the programme were to: (i) discuss the overall framework of labour legislation in India and the context of labour law reforms; (ii) provide an overview of the constitutional framework for formulation of labour legislation; (iii) discuss the key features of four labour codes in India; (iv) understand the implication of these codes on the labour market. The training programme was attended by twenty five participants. **Dr. Ellina Samantroy**, Fellow was the Course Director.

CAPACITY BUILDING PROGRAMMES (CBP)

Capacity building Programme for the Construction Workers (September 5-8, 2022)

The specific objectives of the programme were to: (i) impart knowledge and information about construction workers in general and the status of workers in particular; (ii) impart leadership skills; (iii) enhance inter-personal communication; (iv) discuss protections of the workers in various labour legislations; (v) familiarise the various aspects of welfare funds for construction workers. The training programme was attended by seventeen participants. **Dr Shashi Bala**, Fellow was the Course Director.

Informality, New Forms of Work and Social Protection (September 05-09, 2022)

The specific objectives of the programme were to: (i) provide an overview of the changing nature of employment, the existing inequalities in the labour market and the need for social security and protection; (ii) sensitize the participants on the various international labour standards/instruments as well as good practices in the area of social security and protection; (iii) develop insight on the existing national polices and legal instruments in the area of social security and protection of workers; (iv) understand decent work and social protection from the future of work lens. The programme was attended by twelve participants. **Dr. Ruma Ghosh**, Fellow was the Course Director.

Rural Employment Avenues for Inclusive Development (September 12-16, 2022)

The specific objectives of the programme were to: (i) discuss the theories related to rural development in general and employment in particular; (ii) understand the development experience of newly industrialised economics (NIEs); (iii) understand the employment situation in India; (iv) analyse the impact of urban-basis, growth trickle-down model in employment creation in India; (v) discuss the impact of migration (internal) on economic conditions of the migrants; (vi) discuss the Gandhian view of labour, employment and village development; (vii) identify the new areas/avenues of employment generation in rural areas. The training programme was attended by thirty participants. **Dr. Ramya Ranjan Patel**, Associate Fellow was the Course Director.

Capacity Building Programme for Head-Load/ Palledars and Other Unprotected Workers (September 12-16, 2022)

The specific objectives of the programme were to: (i) acquaint the participants about contemporary labour issues, various labour laws and related recent amendments, status of social security for the workers particularly the unorganised workers; (ii) discuss unique practices being followed other than the Mathadi Model of social security; (iii) acquaint the participants with effective communication, team-building, and leadership skills. The training programme was attended by forty-eight participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

Gender, Decent Work and Social Protection (September 19-23, 2022)

The specific objectives of the programme were to: (i) develop a conceptual understanding on the issue of how women and men experience poverty differently due to gender differences; (ii) address labour market inequalities and its impact on women workers; (iii) understand changing labour market and employment relations and its impact on social security of workers in the informal economy; (iv) enable the participants to develop an understanding about the global best practices and role of different social partners in ensuring social protection. The programme was attended by twenty three participants. **Dr. Ruma Ghosh**, Fellow was the Course Director.

Capacity Building Programme for Trade Union /Civil Society Organisation (October 6-7, 2022)

The specific objectives of the programme were to: (i) develop organizational management skills; (ii) develop leadership, communication and team-building skills of the participants. The training programme was attended by fifty two participants. **Dr Shashi Bala**, Fellow was the Course Director.

Capacity Building Programme for Trade Union/Civil Society organization with Special reference to social security (October 12-14, 2022)

The specific objectives of the programme were to: (i) develop organisation and management skills; (ii) develop leadership, communication and team building skills; (iii) acquaint with labour codes and Social Security Schemes. The training programme was attended by forty six participants. **Dr. M.M. Rehman**, Consultant, Programme was the Course Director.

Empowerment Programme for Beedi Workers (October 17-19, 2022)

The specific objectives of the programme were to: (i) make the participants acquainted with various issues related to world of work and decent employment; (ii) sensitize the participants about problems of Beedi workers and Beedi Industry; (iii) familiarize the participants with labour laws, and social security provisions for Beedi Workers; (iv) acquaint the participants with effective communication, team-building, and leadership skills. The training programme was attended by thirty-five participants. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

Skill Development for Youth Employability and Entrepreneurship (October 19-20, 2022)

The specific objectives of the programme were to: (i) understand the world of work, future of work and decent employment; (ii) situate the importance of skill development for employability in general and for youth in particular in the emerging economy; (iii) familiarize the participants with skill development avenues and initiatives; (iv) enable the participants to play larger role along with enhancing individual capacity. The training programme was attended by eighteen participants. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.

Leadership Development Programme for Trade Union/Civil Society Organisations : Special reference to Social Security
(October 27-28, 2022)

The specific objectives of the programme were to: (i) develop organisation and management skills; (ii) develop leadership, communication and team building skills; (iii) acquaint with labour laws and Social Security Schemes. The training programme was attended by twenty six participants. **Dr. M.M. Rehman**, Consultant, Programme was the Course Director.

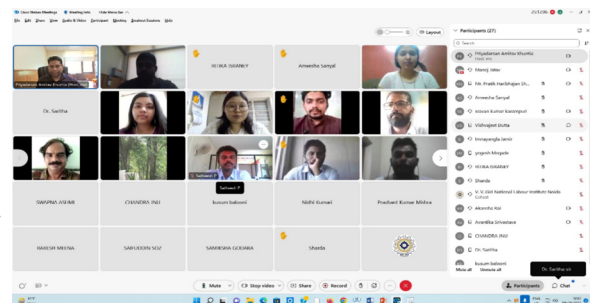
Developing Skill Development Strategies for Women Workers in the Informal Economy (October 31-November, 04, 2022)

The specific objective of the programme were to: (i) discuss the nature and characteristics of the informal economy; (ii) situate the importance of skill development in the functioning of informal economy from gender perspective; (iii) share the experiences of various social partners in skill development and training; (iv) discuss appropriate strategies for skill development of women in the informal sector occupations; (v) provide awareness on Labour Codes. The training programme was attended by thirty one participants. **Dr. Shashi Bala**, Fellow was the Course Director.

RESEARCH METHODS PROGRAMMES (RMP)

Research Methods in Labour Studies (September 05-09, 2022)

The V.V. Giri National Labour Institute conducted an Online Course on Research Methods in Labour Studies during September 05-09, 2022. The Course aimed at acquainting the participants with the emerging issues for research in an interdisciplinary framework, strengthening their knowledge with various methods used in labour research, thereby enabling them to contribute further in the field of labour research. Thirty-five research scholars, faculties form different Universities/ Institutes of India participated in this Course. **Mr. P. Amitav Khuntia**, Associate Fellow was the Course Director.



Research Methods on Gender, Poverty and the Informal Economy (October 17-21, 2022)

The objectives of the programme were to: (i) provide a structural analysis of the complex relationships between informality, gendered relations of power and poverty; (ii) develop a sufficient understanding of research methods particularly, comparing and contrasting analytical and methodological frameworks used in various studies related to gender, poverty and the informal economy; (iii) understand various concepts and theories related to gender, poverty and informal economy research; (iv) overview of qualitative and quantitative research methods. Twenty young teachers and researchers from universities, colleges/research institutions and professionals from various institutions participated in the training.. **Dr. Dhanya MB**, Associate Fellow was the Course Director.



CHILD LABOUR AND BONDED LABOUR PROGRAMMES (CLBLP)

Orientation Programme on Responsible Business Practices

(September 20-22, 2022)

The specific objectives of the programme were to: (i) enhance and strengthen knowledge of participants on the issues of forced labour; (ii) discuss issues such as bonded labour and child labour and its impact on businesses in India; (iii) understand the new forms of bonded labour; (iv) impart knowledge on various labour laws and compliance regulations adhering to international conventions and Indian laws; (v) enhance understanding on the linkages between human trafficking, forced labour, child labour and bonded labour; (vi) discuss the importance of clean supply chains and fair recruitment practices. The training programme was attended by seventeen participants. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director.

Ensuring Legal Services & Effective Rehabilitation of Rescued Child/Bonded Labour/Trafficked Labour (October 18-20, 2022)

The specific objectives of the programme were to: (i) strengthen knowledge of participants on the Bonded Labour System (Abolition) Act, Inter State Migrant Workmen Act, IPC 370, NALSA (Legal Services to the Workers in the Unorganized Sector) Scheme, Central Sector Scheme on Bonded Labour Rehabilitation, and other relevant laws and policies; (ii) equip the participants on the role and responsibilities of key statutory bodies mandated to address the issues relating to the vulnerability of labour and the importance of timely action which can contribute to strong prosecution; (iii) discuss area-specific realities, the causes of distress migration and importance of reducing vulnerability, challenges, and also to discuss opportunities for addressing the problems effectively. The training programme was attended by forty three participants. **Dr. Helen R. Sekar**, Senior Fellow, was the Course Director.

NORTH-EASTERN STATES PROGRAMME (NEP)

Fundamentals of Labour Codes for Trade Union Leaders and NGOs from North Eastern States

(September 26-30, 2022)

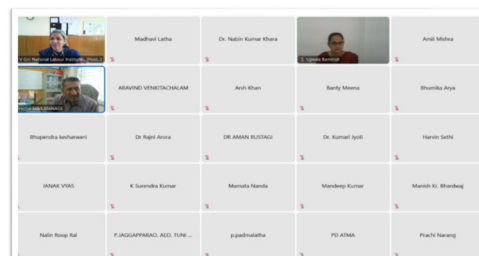
The key objectives of the programme were to: (i) understand the need and the context of codification of the labour laws; (ii) discuss critically the broad scheme and key features of various labour codes; (iii) discuss the implications of labour codes on labour market in India and discuss the implications of these labour codes for various stakeholders in general and the workers in particular. The programme was attended by eighteen participants. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director.

COLLABORATIVE TRAINING PROGRAMMES (CTP)

Collaborative Capacity Building on Labour Laws and Migration (VVG NLI-MANAGE)

(September 13-17, 2022)

This is an online collaborative programme by V.V. Giri National Labour Institute (VVG NLI) and National Institute of Agricultural Extension Management (MANAGE), Hyderabad. The objectives of the programme were to: (i) deliberate on the international labour standards on migrant workers; (ii) provide awareness of labour codes; (iii) discuss the diversity, equity and inclusion efforts in the agriculture sector and discuss migration trends in the agriculture sector. The training programme was attended by forty seven participants. **Dr. Shashi Bala**, Fellow, VVG NLI and **Dr. K.C. Gummagolmath**, Director (Monitoring & Evaluation) MANAGE were the Course Directors.



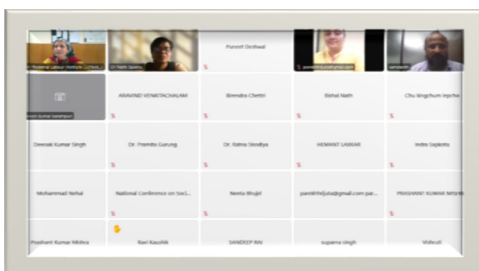
Collaborative Training Programme on Labour Reforms and New Labour Codes (September 19-20, 2022)

The programme aimed at providing a broad understanding of the recent initiatives towards Codification of Labour Laws in India to the Officials of State Labour Department, Government of Assam. The key objectives of the programme included: (i) the need and the context of codification of the labour laws; (ii) discussing critically the broad scheme and key features of various labour codes; (iii) discussing the implications of labour codes on labour market in India and discussing the implications of these labour codes. The programme was attended by eighty participants including Labour Officers, Assistant Labour Commissioners, Deputy Labour Commissioners and the officials from Directorate of Factories and Boilers and other State Government officials. **Dr. Sanjay Upadhyaya**, Senior Fellow was the Course Director from the Institute.



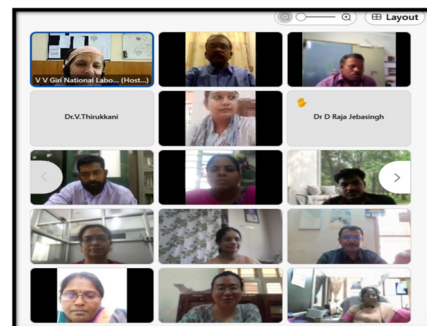
Collaborative Capacity Building on Industrial Relations and New Labour Codes (September 19-23, 2022)

VVG NLI and National Service Scheme (NSS), Sikkim University (Central University), Gangtok jointly conducted this online collaborative Capacity Building Programme. The objectives of the programme were to: (i) discuss occupational health and safety, safety in employment in the industry; (ii) discuss the implementation of the PoSH Act in the industry; (iii) discuss laws related to organized and unorganized sectors, wage laws etc.; (iv) develop the understanding of social security in the labour market. The programme was attended by fifty two participants. **Dr Shashi Bala**, Fellow, and **Dr Nidhi Saxena**, Assistant Professor Sikkim University, were the Course Directors.



National Workshop on Skill Development of Women in Rural India (September 27-29, 2022)

VVGNI and Gandhigram Rural Institute, Gandhigram, Tamil Nadu, conducted an online collaborative National Workshop on the Skill Development of Women in Rural India. The objectives of the workshop were to: (i) discuss skill development challenges faced by rural women, skill development opportunities for rural women, skill development leading to entrepreneurship of rural women; (ii) discuss inclusion policies related to skill development for rural women and the role of government, civil society and private sector towards the betterment and inclusion of rural women through skill development. The programme was attended by forty participants **Dr. Shashi Bala**, Fellow, VVGNI & **Dr. A. Mani**, Assistant Professor cum Assistant Director, Gandhigram Rural Institute, Tamil Nadu were the Course Directors.



IN-HOUSE TRAINING PROGRAMME Fundamentals of Labour Codes and Rules (October 10-14, 2022)

The specific objectives of the programme were to: (i) discuss the overall framework of labour legislation in India and the context of labour law reforms; (ii) provide an overview of the constitutional framework for formulation of labour legislation; (iii) discuss the key features of four labour codes in India; (iv) understand the implication of these codes on the labour market. The training programme was attended by thirty-two Naval Officers from Naval Dockyard, Mumbai. **Dr. Manoj Jatav**, Associate Fellow was the Course Director.

OTHER PROFESSIONAL ENGAGEMENTS

Professional Engagements of Faculty Members

Dr. Helen R. Sekar, Senior Fellow

- Participated in the Webinar on “India's Strategy for Achieving Net Zero” scheduled on September 02, 2022 organized by the EGROW Foundation.
- Participated in the Senior Officers Meeting (SOM) organized by the MoLE on September 05, 2022.
- Participated in the Webinar on “Fiscal Complexities” September 23, 2022 organized by the EGROW Foundation.
- Addressed the gathering on the occasion of encouraging the use of Hindi language in day-to-day official working, and distributed prizes among the winners of Hindi Competition in the concluding function Hindi Pakhwada organized by the VVGNI on September 30, 2022.
- Participated in the Senior Officers Meeting (SOM) organized by the MoLE on September 30, 2022.
- Participated in the Webinar on “Governance, Efficiency and Soundness of Indian Banks” held on September 30, 2022 organized by the EGROW Foundation.
- Participated in the virtual discussions on Mental Health and Wellbeing for all: A Global Priority organized by the CMAI on October 10, 2022.
- Participated in the Virtual Meeting with the Capacity Building Commission on the preparation of the Capacity Building Programmes for the organizations of the Ministry of Labour and Employment on 4th October 2022. The meeting was chaired by the Secretary (Labour and Employment) and was organized by the Ministry of Labour and Employment.
- Participated in the Senior Officers Meeting (SOM) organized by the MoLE on October 07, 2022.
- Participated in the ILO Training Programme A9714836 - The Global South-South Cooperation Forum: Boosting employment and inclusion for vulnerable groups through digital technologies organized by the ILO-ITC during October 10-13, 2022.
- Participated in the Webinar on “Psychological Aspects of Mental Health: Cultural Barriers, Stigma, Myths and Facts” organized by the CMAI on 10th October 10, 2022.
- As a member of the Selection Committee for conducting the study of Rationalisation of field offices and manpower requirement in EPFO” participated in the meetings held at the Bhavishya Nidhi Bhawan Head Quarters, New Delhi during October 14, 17 & 21, 2022 and contributed to the discussions, deliberations and selection process.

Dr. Ruma Ghosh, Senior Fellow

- Attended a four day online training programme on ‘Global South-South Cooperation Forum - Boosting Employment and Inclusion for Vulnerable Groups through Digital Technologies’ organised by ITC, ILO during October 10-13, 2022.
- Participated as a Member in the Fourth Meeting of Task Force of Experts in the field of Pension and Social Security chaired by CPFC on October 19, 2022.
- Participated in the Meeting on the Schemes for Building and Other Constructions Workers chaired by Secretary, MoLE and shared the major suggestions with regard to the portability of BOCW facilities and utilisation of the excess funds under BOCW Boards October 20, 2022.
- Attended the Meeting for discussing provisions such as Medical, Pension, Insurance, etc. benefits to BoCW worker registered on eSHRAM Portal under the Chairmanship of SLEA (L&E) on October 21, 2022.

- Submitted the assigned Fourth Chapter on Coverage of Pension to the Chairperson of the Task Force of Experts in the field of Pension and Social Security (CPFC, EPFO) on October 28, 2022.

Dr. Ellina Samantroy, Fellow

- Coordinated a meeting under the Chairpersonship of Director General, VVGNI for MoU signing with National Law University, Cuttack on September 19, 2022.
- Invited to launch of the book "Sociology of Covid 19 Pandemic in India" on September 30, 2022 at Convention Center, JNU.
- Coordinated online International Training Programme on The Global South-South Cooperation Forum: Boosting Employment and Inclusion for Vulnerable Groups through Digital Technologies organised by the International Training Centre (ITC-ILO) of the International Labour Organization (ILO) Turin, Italy on October 10-13, 2022.
- Attended online International Training Programme on The Global South-South Cooperation Forum: Boosting Employment and Inclusion for Vulnerable Groups Through Digital Technologies organised by the International Training Centre (ITC-ILO) of the International Labour Organization (ILO) Turin, Italy on October 10-13, 2022.

Dr. Otojit Kshetrimayum, Fellow

- Presented a paper on 'Mapping Vulnerabilities and Social Security: The Case of Elderly in Uttarakhand' in the National Seminar on 'Development Experiences of Uttarakhand: Achievements, Challenges and Way Ahead' organised by Doon University, Dehradun on September 23, 2022.
- Delivered a lecture on 'Labour Market Analysis: Research Methodologies' in the Integrated/ Induction Training Programme for the State Employment Service Officers at National Institute for Career Service on September 29, 2022.
- Delivered a lecture on 'Labour Market Analysis: Research Methodologies' in the Online Refresher Training Programme for Employment Service Personnel at National Institute for Career Service on October 13, 2022.
- Attended a meeting with Shri Amitabh Kant, G20 Sherpa and Secretary (Labour & Employment) on G20 Employment Working Group on October 15, 2022 at Board Room, Second Floor, Shram Shakti Bhawan, Chankyapuri, New Delhi.
- Appointed member of the Committee to formulate a scheme with the objective to provide Medical, Pension, Insurance, etc benefits to Building and Other Constructions Workers registered on eshram portal by utilizing BOCW cess funds vide OM M-16018/23/2022-SS-III (138334) of the Ministry of Labour & Employment dated October 17, 2022.
- Delivered a lecture on 'Labour Market Analysis: Research Methodologies' in the Online Refresher Training Programme for Employment Service Personnel at National Institute for Career Service on October 19, 2022.
- Attended meeting on the Schemes for Building and Other Constructions Workers on October 20, 2022 at Main Committee Room, Shram Shakti Bhawan, New Delhi.
- Attended Weekly Coordination Meeting for Employment Track of India's upcoming G20 Presidency on October 20, 2022 at Main Committee Room, Shram Shakti Bhawan, New Delhi.
- Delivered a session on 'How to Conduct Evaluation Study and Impact Assessment' in the 'Orientation Programme on Research Methodology' organized by the National Tribal Research Institute on October 21, 2022.
- Attended Weekly Coordination Meeting for Employment Track of India's upcoming G20 Presidency on October 27, 2022 at Main Committee Room, Shram Shakti Bhawan, New Delhi.

Dr. Dhanya M.B, Fellow

- Nominated to represent and deliver the presentation at the BRICS country labour research institute network's online seminar on 'Employment and income Policies in the context of the post-pandemic period' hosted by the Chinese Academy of Labour and Social Security, China on September 15, 2022.
- Evaluated the PhD thesis as a member of the board of examiners to adjudicate the PhD thesis of the University of Madras, Chennai and submitted on September 19, 2022.
- Delivered a lecture titled 'Entrepreneurship in India- Significance, Trends & challenges' in an induction training programme for the State Employment Service Officers at the National Institute for Career Service, Sector 62, NOIDA on September 22, 2022.
- Delivered a lecture titled 'Entrepreneurship in India- Significance, Trends & challenges' in an Online Refresher Training Programme for Employment Service Personnel at National Institute for Career Service on October 12, 2022.
- Attended preparatory G 20 Employment Working Group (EWG) Meeting of the G 20 Indian Presidency 2023 chaired by the G20 Sherpa with the Secretary, Ministry of Labour & Employment held on October 15, 2022 at the Board room, Shram Shakti Bhawan, Chankyapuri, New Delhi.
- Nominated to attend the Online International Seminar on the Future of Work jointly organised by the Research Department of the International Labour Organization (ILO) and the Chinese Academy of Labour and Social Security (CALSS) in China on October 20-21, 2022.
- Attended the second weekly coordination meeting of the Employment Track of India's upcoming G20 Presidency at the Ministry of Labour and Employment, Main Committee Hall of the Shram Shakti Bhawan, New Delhi on October 27, 2022.

Shri Amitav Khuntia, Associate Fellow

- Delivered a session on Skill Development for Youth Employability and Entrepreneurship on September 27, 2022 in the Integrated/ Introduction Training Programme for the State Employment Officers in the National Institute for Career Service, Noida.
- Delivered an Online lecture for the Online Refresher Training Programme for Employment Training Service Personnel on October 19, 2022 organised by National Institute of Career Service, Noida.